**Instructional Designer – Cary, NC or Rock Hill, SC (170000AZ)**

**Overview**

We’re looking for the right person to join our training team as an Instructional Designer to help educate our internal employees and partners on how to effectively sell our 3D Printing/Additive Manufacturing products and services. We need someone who can design and develop engaging learning activities and compelling course content that informs, engages and motivates our learners.

**Responsibilities**

* Work with subject matter experts and course sponsors to identify target audience’s training needs.
* Define the objectives for a course and/or curriculum to address the identified training needs.
* Apply tested instructional design theories, practice and methods to outline the concept for a course or curriculum, defining (needs for) the course medium, content delivery, assessments, accompanying materials, and complementary learning approaches.
* Quickly synthesize and write course content based on input from available resources, including subject matter experts, written material, previous training courses, and interviews.
* Visualize and storyboard instructional graphics, user interface and interactions appropriate to the content.
* Write the audio script for each course and work with subject matter expert and voice talent to ensure proper pronunciation and style.
* Record temporary voice over for course draft.
* Design quizzes and meaningful course exercises and activities to increase learning and retention.
* Decide on the criteria used to judge learner’s performance and develop assessment instruments.
* Work with the Instructional Developer, voiceover talent, video production, and graphics sources to produce draft and final versions of each course.
* Occasionally assist in course production including course development, animations, audio importing and editing.
* Work with subject matter experts and course sponsors to collect feedback and integrate it into the next course draft.
* Proof course at multiple stages of development and make or document required changes.
* Define project schedules and manage multiple projects simultaneously with the Instructional Developer.
* Keep track of project tasks and status using online project management software.
* Maintain project documentation and course folders.
* Complete various training, project management, and administrative tasks as needed.
* Participate in team brainstorming and strategy meetings to help define goals and direction.
* Keep up to date on learning tools, trends, and ideas.

**Qualifications, Education, and Training**

* BA/BS in instructional design, education technology or similar
* Master’s degree in adult learning, instructional design or related field (preferred)

**Experience**

* 3 or more year’s progressive professional experience in the instructional design, learning or organizational development field.
* 3 or more years of project management.

**Knowledge, Skills & Abilities**

* Technical Aptitude - Ability to comprehend complex technical topics and specialized information.
* Active Listening - Ability to actively attend to, convey, and understand the comments and questions of others.
* Interpersonal - Ability to get along well with a variety of personalities and individuals.
* Goal Oriented - Ability to focus on a goal and obtain a pre-determined result.
* Creative - Ability to think in such a way as to produce a new concept or idea.
* Innovative - Ability to look beyond the standard solutions.
* Proven working experience in instructional design to develop particular skills in others to bring them up to a predetermined standard of work performance.
* Excellent knowledge of learning theories and instructional design models.
* Lesson and curriculum planning skills.
* Solid knowledge of course development software and at least one Learning Management System.
* Visual design skills (Dreamweaver, Photoshop, Illustrator) and ability to storyboard.
* Ability to write effective copy, instructional text, audio scripts/video scripts.